LABOR Victims' Economic Security and Safety Act (VESSA)

Experiencing an incident of domestic violence, sexual violence, gender violence, or any other crime of violence

tification may be provided by a sworn statement of the employee and upon obtaining such other umentation the employee shall provide one of the following:

ACCOMMODATIONS VESSA provides that employees are entitled to reasonable accommodations to adures of the victim(s). Accommodations include, but are not limited to, an adjustment to the job structure, a structure, a

DISCRIMINATION AND RETALIATION VESSA prohibits employers from discriminating, retaliating, or otherwise treating an employee or job applicant unfavorably if the individual involved:

Michael A Bilandic Building

REQUIRED NOTICE FOR EMPLOYERS

PAID LEAVE



Employers must provide employees with up to 40 hours of paid leave for any reason



Existing Policy and Exclusions

Penalties

Filing a

Complaint

vorker may file a complaint with the Illinoi:



WORKERS' COMPENSATION

COMPENSATION



IF YOU HAVE A WORK-RELATED INJURY OR ILLNESS, TAKE THE FOLLOWING STEPS

- . GET MEDICAL ASSISTANCE. By law, your employer must pay for all necessary medical services required or relieve the effects of the injury or illness. Where necessary, the employer must also pay for physical, mental, vocational relabilitation, within prescribed limits. The employee may choose two physicians, sugresor, or hosp the employer notifies you that it has an approved Preferred Provider Program for workers' compensation, the PP.
- as one of your two concess on provinces.

 NOTIFY YOUR EMPLOYER, You must notify your employer of the accidental injury or illness within 45 days, either only or in writing. To avoid possible delays, it is recommended the notice also include your name, address, telephone numbers, Social Security number, and a brief description of the injury or illness.
- If you must lose time from work to recover from the injury or illness, you may be entitled to receive weekly payments necessary medical care until you are able to return to work that is reasonably available to you.

It is against the law for an employer to harass, discharge, refuse to rehire or in any way discriminate against an em for exercising his or her rights under the Workers' Compensation or Occupational Diseases Acts. If you file a frau-claim, you may be penalized under the law.

KEEP WITHIN THE TIME LIMITS. Generally, claims must be filed within three years of the injury of

Injured workers have the right to reopen their case within 30 months after an award is made if the disability increases, I cases that are resolved by a lump-sum settlement contract approved by the Commission cannot be reopened. Only settlements approved by the Commission are binding.

ation, go to the Illinois Workers' Comm

ILLINOIS LABOR LAW POSTINGS



MINIMUM WAGE



This is a summary of laws that satisfies Illinois Department of Labor posting requirements.

Your Rights Under Illinois Employment Laws

The mission of the Illinois Department of Labor is to protect and promote the wages, welfare, working conditions, and safety of Illinois workers by enforcing State labor and employment laws, providing compliance assistance to employers, and increasing public awareness of workplace protections. Through enforcement, education, and community partnerships, the Department works to ensure that workers are paid what they are owed and that employers who follow the law remain competitive.

Minimum Wage & **Overtime**

SETS MINIMUM WAGE FOR EMPLOYEES

Effective Jan. 1 2024 \$14.00 PER HOUR

Applies to employers with 4 or more employees.

Domestic workers are covered even if the employer
only has 1 worker. Certain workers are not covered
by the Minimum Wage Law and some workers may
be paid less than the minimum wage under limited

\$8.40 per Hour

\$12.00 PER HOUR

Overtime

Hotline: 1-800-478-3998

Child Labor

WORKERS UNDER AGE 16

ildren under the age of 14 may not ork in most jobs, except under limited 4 and 15-year-olds may work if the

and 15-year-olds may work if the lowing requirements are met: Employment certificates have been issued by the school district and filed with the Department of Labor confirming that a minor is old enough to work, physically capable to perform the job, and that the job will not interfere with the minor's

our website); Work is limited to 3 hours per day on schoo days, 8 hours per day on non- school days and no more than 6 days or 48 hours per

week;
Work is performed only between the hours of 7 a.m. to 7 p.m. during the school year (7 a.m. to 9 p.m. June through September)

Hotline: 1-800-645-5784

Unpaid Wages

VAGE PAYMENT AND COLLECTION ACT

- Employees must receive their final compen mpioyees must receive their tinal compensation coluding earned wages, vacation pay, ommissions and bonuses on their next regular cheduled payday. nauthorized deductions from paychecks are n
- allowed except as specified by law.

 Employers must reimburse employees for all
 necessary expenditures or losses incurred by at
 employee during the scope of employment and
 related to services performed for the employer.
 Employee must submit reimbursement request
 within 30 calendar days unless an employer
 policy allows for additional time to submit.

Meal & **Rest Periods**

ONE DAY REST IN SEVEN ACT

orking 7 1/2 continuous hours must

the allowed a meal period of at least 20 minutes no ater than 5 hours after the start of work, and an additional 20 minutes if working a 12 hour shift or yees must be afforded reasonable bathro

Hotline: 1-312-793-2804

Violent Crime Victims' Leave

rovides employees who are victims of domestic, ender, or sexual violence, or other crimes of

Errective 1/1/24: Employees with employers or any size are entitled to 2 additional weeks unpaid leave for reasons relating to a family or household member's death due to a crime of violence to be completed within 60 days after the date employee received notice of the death of the victim.

Hotline: 1-312-793-2800

Paid Leave

EQUIRES PAID LEAVE FOR ANY REASON

- Workers: Earn up to 40 hours of paid leave fro

frontloaded leave does not have to be carried ov Retaliation is prohibited: Penalties may app

Existing Policy and Exclusions

Hotline: 312-793-2600

Equal Pay Act

Hotline: 1-866-372-4365

Department at:
524 South 2nd 51, Suite 400, Springfield, IL 62701 (217) 782-6206
160 N. LaSalle, 51, Suite C-1300, Chicago, IL 66601 (312) 793-2800
2309 W. Main Street, Suite 115 Marion, IL 62959 (618) 993-7090
For a complete text of the laws, visit our website: www.labor.illinois.gov

THIS NOTICE MUST BE DISPLAYED IN A CONSPICUOUS PLACE ON THE PREMISES OF THE

Printed by the Authority of State of Illinois 12/23 IOCI 24-1008

Workers: Earn up to 40 hours of paid leave from work per year.

Use: Workers can use paid leave for any reason of their choosing. Employers may not require workers to provide a reason for their poid leave request.

Accrual: Workers earn 1 hour of paid leave for every 40 hours they work. Employers may also provide workers with all paid leave hours at the start of the 12-month period (frontloading).

Carryover: Workers rollover all unused accruer paid leave at the end of the year. Any unused

PREGNANCY and your **RIGHTS** in the **WORKPLACE**

Are you pregnant, recovering from childbirth, or do you have a medical or common condition related to pregnancy?

Ask your employer for a reasonable accommodation for your pregnancy, such as more frequent bathroom breaks, assistance with heavy work, a private space for expressing milk, or time off to recover from your pregnancy.

Beject an unsolicited accommodation offered by your employer for your pregnancy.

Continue working during your pregnancy if a reasonable accommodation is available which would allow you to continue performing your job.

Your employer cannot:

Discriminate against you because of your pregnancy.

It is illegal for your employer to fire you, refuse to hire you or to refuse to provide you with a reasonable accommodation because of your pregnancy. For more information regarding your rights, download the Illinois Department of Human Rights' fact sheet from our website at <a href="https://dr.dr.dh.com/

Es ilegal que su empleador la despida, se niegue a contratarla o a proporcionarle una adaptación razonable a causa de su embarazo. Para obtener información sobre el embarazo y sus derechos en el lugar de trabajo en español, visite dhr.illinois, gon

Human Rights

For immediate help or if you have questions, call Call (312) 814-6200 or (217) 785-5100 or (866) 740-3953 (TTY)

V Monroe St., Suite 700 Intake Unit icago, IL 60661 • (312) 814-6200

(DAY OF WEEK/ BIWEEKLY/MONTHLY, ETC.)

(FIRM NAME)

(ADDRESS)

Shall be paid on

Regular Paydays for Employees of

PAID LEAVE FOR ALL WORKERS ACT NOTICE

Paid Leave





Illinois Department of Employment Security

or any such week, employers should provide employees with a statement of low earnings" which should be taken to their Illinois Department of imployment Security office.

FAIR EMPLOYMENT ♦Human Rights

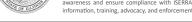
YOU HAVE THE RIGHT TO BE FREE FROM JOB DISCRIMINATION AND SEXUAL HARASSMENT.



RETALIATION
It is also unlawful for employers to treat people differently because they have

Contact the Illinois Department of Human Rights (IDHR) to file a charge. Call the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703 to talk to someone about your concerns.

SERVICE MEMBER EMPLOYMENT & REEMPLOYMENT RIGHTS ACT (330 ILCS 61)



WHERE TO FIND MORE INFORMATION?
Both service members and employers can find more information on the Attorney General's ISERRA Advocate webage at https://lilinoisattorneygeneral.gov/rights-of-the-neople/military-and-veterans-rights/ or call the Military & Veterans Rights Helpine at 1-900-382-3000 to ask questions or request



	EXECUTION DELOTE THE ENGLISH OF BELOW					
	Party handling workers' compensation claims					
	Business address					
	Business phone					
	Effective date	Termination date				
	Policy number	Employer's FEIN				
	ICPN Printed by the authority of	State of Illinois.				

ISERRA YOUR RIGHTS UNDER THE ILLINOIS

ISERRA (Illinois version of USERRA) protects the employment and benefits of service members who leave their civilian employment to serve our Nation or State. In order to protect the common public interest in military service, it is the role of the Illinois Attorney General to promote awareness and ensure compliance with ISERRA by providing





BY LAW, EMPLOYERS MUST DISPLAY THIS NOTICE IN A PROMINENT PLACE

		IN EACH WORKI EACE AND COMPLETE THE INFORMATION BEEC				
		Party handling workers' compensation claims				
		Business address				
		Business phone				
		Effective date		Termination date		
		Policy number		Employer's FEIN		

For more information or to file a complaint, contact the

Learn more, contact IDHR, or initiate a charge at: https://dhr.illinois.gov

SPRINGEIEI D 524 S 2nd Street, Suite 300 Intake Unit Springfield, IL 62701 • (217) 785-5100



UNEMPLOYMENT INSURANCE

FILING A CLAIM

FILING A CLAIM

The Illinois Unemployment Insurance Act provides for the poyment of benefits to eligible unemployed workers and for the collection of employer contributions from liable employers. It is designed to provide lying expesses while new employment is sought. Claims should be filled as soon as possible ofter separation from employment. Claims can be filled online of the superstance This year between:

A calaminal mildy usub of entitlined to receive, in dustation to the weekly benient amount, an allowance for a non-working spouse or a dependent child or children. The allowance is a percentage of the average weekly wage of the claimant in his or her base period. The weekly benefit amount plus any allowance for a dependent make up the total amount payable.

use.

yment insurance information is available from any Illinois Department of
ant Security office. To locate the office nearest you, call 1-800/244-5631 or
a locations though our website at www.ides.illinois.gov.

DOL.PaidLeave@illinois.gov

to workers about Unemployment Insurance Benefits

Last year between:

Last year between:

This year between: Last year between:

REPORTING TIPS Each employee who receives tips must report these tips to employers on a written statement or on Form UC-S1, "Employee's Report of Tips," in duplicate. Employers can furnish this form on request. The report shall be

Unemployment insurance benefits are taxable if you are required to file a state or federal income tax return. You may choose to have federal and/or Illinois state income tax withheld from your weekly benefits. Since benefits are a subject to monadtary income tax withholding, if you do not choose to withhold, you may be required to make estimated tax payments using Internal Revenue Service form 1040 ES and Illinois Department of Revenue Form IL 1040 ES.

TAXATION OF BENEFITS

PREGNANCY RIGHTS



State of Illinois

Department of Human Rights

CONFIDENTIALITY Emi